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First Implementing Directive to the Decree on Payment of Bonuses  
to Technical and Engineering Personnel and Business Personnel in  
People-Owned and Equivalent Enterprises

State Geological Commission, Gesetzblatt der Deutschen Demokratischen Republik, No 49, 26 Apr 52, pp 317-319, German legal gazette

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FIRST IMPLEMENTING ORDINANCE TO THE DECREE ON  
PAYMENT OF BONUSES TO THE ENGINEERING PERSONNEL  
INCLUDING FOREMEN AND TO THE BUSINESS PERSONNEL  
IN PEOPLE'S-OWNED ENTERPRISES AND THOSE HAVING  
SIMILAR STATUS

-- STATE GEOLOGICAL COMMISSION--

OF 31 MARCH 1952

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Pursuant to Article 10 of the Decree of 21 June 1951 on Payment of Bonuses to the Engineering Personnel Including Foremen and to the Business Personnel in People's-Owned Enterprises and Those Having Similar Status (Legal Gazette, page 625) and with the concurrence of the State Plan Commission and of the Ministry of Finance of the Government of the German Democratic Republic, the following is determined with respect to plants under the supervision of the State Geological Commission:

To Article 1 of the Decree

ARTICLE 1

(1) ~~Prerequisite for the payment of a premium is the fulfillment and performance in excess of fulfillment of the plan for geological exploration or the plan for (maximum) utilization of machinery. The bonuses will be paid in their full amount according to the bonus tables (Appendices 1 and 2) if the tasks required by the~~

following additional plans are also fulfilled or more than fulfilled:

- (a) the plan for raising the productivity of labor;
- (b) the financial plan:

- 1. completion of the entirety of the investments provided in the plan according to schedule;

- 2. fulfillment and performance in excess of fulfillment of the profits plan and prompt payment of all obligations provided in the budget;

- 3. speeding up the turnover of operating capital;

- (c) the plan for reducing production costs, as follows;

- 1. by keeping below the planned costs for processing operations and for expendable materials.

- 2. by keeping below the planned costs for auxiliary and shop supplies,

- 3. by reducing overhead and administrative and sales expenses.

(2) The predetermined bonus percentage for the over fulfillment of the plan for geological exploration or the plan for the (maximum) utilization of machinery is to be reduced under the following circumstances:

- if the planned increase<sup>e</sup> in labor productivity is not achieved

- by 2 percent of each percent of non-fulfillment; if the financial plan is not fulfilled

- by 1 percent for each percent of non-fulfillment; if the plan for reducing production costs is not fulfilled.

by 3 percent for each percent of non-fulfillment. If two or more of the auxiliary plans are not fulfilled, the bonus payment will not be made.

(3) The reductions of bonuses required by Paragraph 2 are to be calculated by reducing the bonus rate, permissible according to the appropriate bonus table for fulfillment or over-fulfillment of the plans and expressed as a percentage of monthly salary, by the percentage which corresponds to the degree of non-fulfillment of a task set by plan.

If, for instance, the plan for geological exploration or the plan for the (maximum) utilization of machinery has been over fulfilled by 105 percent, but the reduction of production costs has been 3 percent less than the norm provided by plan, then the bonus rate of 45 percent, calculated according to the model bonus table A, Group I, Category I, included in the Decree of 21 June 1951 (Legal Gazette, page 625), is to be reduced by 9 percent, so that the percentage bonus actually paid in this case amounts to 36 percent.

(4) If the enterprise as such has not fulfilled the conditions for payment of bonuses, but if a division or installation within the enterprise has fulfilled the tasks required by plan to the full extent required, a bonus limited to eligible persons of this division or installation will be payable, the amount being half that permissible according to the appropriate bonus table.

To Article 2 of the Decree

#### ARTICLE 2

For the calculation of bonuses the attached bonus tables

(Appendices 1 and 2) will be used.

To Article 3 of the Decree

ARTICLE 3

(1) The categories of persons eligible for bonuses according to the tables are indicated in Appendices 1a and 2a.

(2) The fulfillment and over fulfillment of the plan for geological exploration will be measured as follows:

in the People's-Owned Enterprise for Geological Drilling of the State Geological Commission by meters drilled as required by task instructions,

in the People's-Owned Enterprise for Mine Construction, Reinforcement and Sealing of the State Geological Commission by meters of mine operations corresponding to those required by task instructions,

in the People's-Owned Enterprise for Equipment of the State Geological Commission according to the plan for the (maximum) utilization of machinery.

For the People's-Owned Enterprises for Geological Drilling and for Mine Construction, Reinforcement and Sealing the plan will only be considered as fulfilled if the sub-plans for black coal, petroleum, natural gas, iron ore, copper ore, lead ore, fluorspar, pyrites and heavy spar -- considered as a group with the possibility of set-off as between the various sub-plans -- have been fulfilled. This means that deficient performance with respect to the aforementioned minerals may not be compensated for by performance in excess of plan in connection with minerals not mentioned here.

To Article 10 of the Decree

ARTICLE 4

The rules concerning bonuses heretofore in effect are hereby <sup>e</sup>rescinded.

ARTICLE 5

The provisions of the Decree on Bonuses of 21 June 1951 and of this implementing ordinance will be applied for the first time with respect to the planning period beginning on 1 October 1951.

ARTICLE 6

This implementing ordinance will be effective as soon as promulgated.

Berlin, 31 March 1952

Ministry of Labor

Chwalek

Minister

State Plan Commission

State Geological Commission

by direction: Grimmer

Chief

APPENDIX 1

to Article 1, Paragraph 1 of the First Implementing Ordinance above

BONUS TABLE

Applicable in:

People's-Owned Enterprise for Geological Drilling of the State

Geological Commission,

People's-Owned Enterprise for Mine Construction, Reinforcement  
and Sealing of the State Geological Commission.

Group	For Fulfillment of Plan	For Each Percent of Over- Fulfillment of Plan
I	30.00 percent	7.50 percent
II	22.50 percent	6.00 percent
III	18.75 percent	5.25 percent

The figures indicate the percentage of the monthly salary which is to be paid as a bonus for the fulfillment or over fulfillment of the plans for a quarter of a year.

#### APPENDIX 2

to Article 1, Paragraph 1 of the First Implementing Ordinance above

#### BONUS TABLE

Applicable in:

People's-Owned Enterprise for Equipment of the State Geological Commission

Group	For Fulfillment of Plan	For each Percent of Over Fulfillment of Plan
I	26.00 percent	6.50 percent
II	19.50 percent	5.20 percent
III	16.25 percent	4.55 percent

The figures indicate the percentage of the monthly salary which is to be paid as a bonus for the fulfillment or over fulfillment

ment of the plans for a quarter of a year.

APPENDIX 1a

to Article 3, Paragraph 1 of the First Implementing Ordinance above

Categories of Persons Eligible for Bonuses According to the Bonus  
Table (Appendix 1)

Group I: plant manager  
chief of technical staff  
head bookkeeper

Group II: chiefs of technical divisions  
chiefs of operating divisions  
chief master driller  
chief mine foreman  
chief blaster

Group III: chiefs of business and administrative divisions  
engineers  
technicians and foremen in production divisions  
master drillers  
mine foremen  
blasters  
independent TAN specialists [Note: TAN-- Technische  
Arbeits Normen Bearbeiter -- Time and Motion Study  
man?]  
personnel manager

APPENDIX 2a

to Articles 3, Paragraph 1 of the First Implementing Ordinance above

Categories of Persons Eligible for Bonuses According to the Bonus

Table (Appendix 2)

Group I: plant manager  
chief of technical staff  
head bookkeeper

Group II: chiefs of technical divisions  
chiefs of operating divisions

Group III: chiefs of business and administrative divisions  
engineers  
technicians and foremen of production divisions  
Independent TAN -- specialists  
personnel manager